





During their term of service, WSP Members gain experience in five areas: Watershed Recovery and Protection, Watershed Education, Community Outreach, Volunteer Recruitment and Member Development. The work that Members do at their Placement Sites must align with WSP's mission and goals and coincide with the following guidelines:

Watershed Recovery and Protection – 72% of Members' time

<u>Invasive Removals</u>: Members will remove non-native invasive plant species that use large amounts of water and decrease available resources for fish, wildlife and humans. Members may also assist in the removal of some invasive/non-native macroinvertebrates and fish species that are outcompeting salmonids in their natal watersheds.

<u>Riparian Restoration/Revegetation</u>: Members will assist in rebuilding and expanding riparian buffers through revegetation projects. Members will also restore the riparian corridor by planting willow cuttings streamside to increase cover and reduce bank erosion, as well as conducting broadcast seeding of native grass or forbs on hill slopes to stabilize soils and reduce erosion. Riparian Restoration/Revegetation: Members will assist in rebuilding and expanding riparian buffers through revegetation projects. Members will also restore the riparian corridor by planting willow cuttings streamside to increase cover and reduce bank erosion, as well as conducting broadcast seeding of native grass or forbs on hill slopes to stabilize soils and reduce erosion.

<u>In-Channel Restoration</u>: Members will assist with installing large woody debris structures and creating off-channel ponds to recharge ground water levels and restore rearing habitat for salmonids. Members will remove/improve fish passage barriers and monitor culverts during storm events to ensure they are clear of debris. Members will monitor water quality and quantity to assist our partners in ensuring community agriculture and industry does not exceed their total maximum daily loads of pollutants. Other activities may include riparian fence instillation, litter removal and culvert improvements.

<u>Erosion Control/Sediment Load Reduction</u>: Members will assist with decommissioning roads in an effort to reduce sediment input into streams, which limits salmonid's available food resources and habitat quality and quantity. Members will participate in fuel reduction projects to decrease fire potential and proliferation. Erosion Control/Sediment Load Reduction: Members will assist with decommissioning roads in an effort to reduce sediment input into streams, which limits salmonid's available food resources and habitat quality and quantity. Members will participate in fuel reduction projects to decrease fire potential and proliferation.

<u>Water Conservation</u>: In an effort to prepare for the effects of climate change, WSP members will install water catchment systems and rain water gardens near schools and in heavily impacted agricultural lands. Using these conservation techniques in central and southern California will increase water availability during summer low flow conditions, mitigate storm water runoff from rain events, and help to recharge depleting groundwater and stream flow. Water Conservation: In an effort to prepare for the effects of

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<u>Pre-Project Data Collection and Project Maintenance</u>: Members will assist with pre-project data collection needed to establish project goals and monitoring objectives by conducting: implementation monitoring, habitat typing, spawner surveys, site assessment, presence/absence surveys, dive surveys, etc. Members will engage in project maintenance such as effectiveness monitoring, weeding, and watering to ensure the success of the watershed recovery and protection interventions.

<u>Mentors Role</u>: Mentors are Members' primary on-site supervisor for the majority of their term. It is the Mentor's duty to ensure the Members understand their expectations and have the tools, training, and necessary safety gear to perform all duties requested of them. If the Placement Site would like Members to work on activities not outlined above, they must seek approval from the Program Manager.

Watershed Education – 8% of Members' time

<u>Overview</u>: The Wonders of Watershed (WOW!) Education Program aims to foster understanding, appreciation and active stewardship of local watersheds by providing K-8 classrooms quality watershed and salmonid lessons. The WOW! curriculum is aligned with California State Common Core Standards and consists of six lessons pertaining to: watersheds, the water cycle, habitat, salmonids, stream health, and water conservation and stewardship.

Goals:

- Each member will teach one full WOW! Series (approximately 25 students) in a Title I classroom, consisting of six visits to the same classroom. If teaching in a pair, the pair will visit two classrooms, six times each.
- Members are encouraged to implement service-learning projects which can be coupled with handson restoration projects.
- Members are encouraged to provide students with additional educational outreach opportunities such as: episodic classroom visits, environmental education fairs, field trips, community service projects and exploration of local watersheds.

<u>Mentor's Role</u>: Mentors must work with their Members to schedule the best time of year for them to complete their WOW! Education Program. Mentors must ensure Members have sufficient office time to plan for their classroom visits and go over their lessons. If the Placement Site has their own education program, Members are encouraged to be part of that as well, but they must teach at least one series (and







25 students) of WSP's WOW! Curriculum in order to fulfill this requirement. Mentors are encouraged to use their connections in the community to help Members identify schools and classrooms that would benefit from the WOW! Program.

Community Outreach – 5% of Members' time

<u>Overview</u>: Outreach is intended to engage and educate the community about the objectives of the Watershed Stewards Program. Outreach provides a direct approach to promoting the importance of WSP, while also engaging community members in real-time education about the ethics and mission of WSP. Outreach provides a forum for discussion about conservation efforts and watershed and fisheries-focused science while encouraging the public to adopt active stewardship of their own watersheds.

Goals:

- Educate/present information relating to the WSP mission (of restoring, enhancing, and conserving anadromous watersheds by linking education with high quality scientific practices) to students, natural resource professionals, and community members.
- Members are encouraged to participate in the direct promotion of WSP within their communities and conduct youth educational events other than the required WOW! presentations.
- Members will attend the pre-determined Mandatory Outreach Event within their district.
- Members will participate in National Service Days where they engage with non-WSP mission related service groups (homeless shelters, animal shelters, soup kitchens, community gardens) to serve additional needs in their communities.
- Member may use all forms of media (print, broadcast, digital, social networking) to promote WSP and engage the public in active stewardship.

<u>Mentor's Role</u>: Mentors are asked to mark their calendars with the dates of the Mandatory Outreach Event (MOE) in their district, as their Members will be away from their Site on those days. All events outside of their district are optional for Members. Members may request time off to attend additional MOEs, which is up to the Mentor's discretion. The dates of all MOEs and other events are on WSP's Program Calendar, available on the WSP website. For National Service Days, Mentors are encouraged to help their Members find organizations and events to volunteer for in their community. Mentors must work with their Members to schedule the National Service Days into their calendar.

Volunteer Recruitment – 10% of members' time

<u>Overview</u>: The Watershed Awareness Project (WAP) is a volunteer-based watershed restoration project facilitated and organized by WSP members. This project may be one they choose individually, a







continuation of a project a previous WSP member created, or a project that the placement site, landowner, or other entity has suggested. The purpose of the WAP is to empower members to create a restoration project needed in the community and build professional skills in project development and delivery.

Goals:

- Each WSP member is responsible for organizing one WAP and recruiting a minimum of 30 community volunteers.
- WAP events build volunteer capacity for WSP and placement sites. Communities are strengthened through the development of partnerships between people, groups and organizations, and their connection to the local environment.
- Community members take part in watershed restoration projects. Participation in WAP events empowers community members to volunteer in an ongoing basis, and take an active role in protecting their watersheds.
- Through coordination, facilitation, and volunteer recruitment of WAP events, WSP members develop personal and professional skills they can use to advance their careers.
- WSP members will develop media campaigns to recruit volunteers in the community and promote the objectives of WSP.

<u>Mentor's Role</u>: Mentors must work with their Members to schedule the best time of year for them to complete their Watershed Awareness Project. Mentors must ensure Members have sufficient office time to plan for their WAP. Mentors are encouraged to talk with their Members about their WAP plans and progress and to help them identify partners and projects in the community. Mentors are required to assist their Member on their Pre/Post WAP Assessments.

Member Development − 5% of Members' time

<u>Overview</u>: WSP and site-specific training opportunities are designed to provide Members with the training needed to have a successful term of service and to complete their WSP and site-related duties/tasks. Trainings also help members establish a sense of community and common purpose within WSP while developing professional skills that can be taken with them beyond their term of service.

Goals:

- Members receive the training they need in order to provide quality service to the community and watersheds they serve.
- Members increase knowledge and skills, gain insight into the community, and experience the power
 of national service.







<u>Mentor's Role</u>: Mentors must work with their Members to schedule field duties so they do not conflict with WSP trainings and mandatory events (including conference calls). All trainings and events are listed on the Program Calendar. Additionally, Mentors should identify Placement Site-specific trainings that help their Members complete their work and grow professionally.